


UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case	31-CA-323349
Date Filed	08/04/2023

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Grindr LLC, a California Limited Liability Company	b. Tel. No. c. Cell No. f. Fax No.
d. Address (Street, city, state, and ZIP code) 750 N. San Vicente Blvd RE 1400 West Hollywood, CA 90069	d. Employer Representative (b) (6), (b) (7)(C) g. e-mail (b) (6), (b) (7)(C)@grindr.com h. Number of workers employed 100
f. Type of Establishment (factory, mine, wholesaler, etc.) App. Developer	g. Identify principal product or service Social Network App
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) <b>8a3</b> of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months, the Employer has, during the critical period set by 31-RC-322155, announced the elimination of the benefit of working remotely in retaliation for the workers engaging in Section 7 and/or union activity. In announcing the requirement that workers return to in-person work, the Employer unlawfully instituted and promulgated stricter rules regarding where workers can work, in response to workers organizing and engaging in Section 7 and/or union activity. This requirement to return to in-person work threatens employees with job loss if they either do not work near an in-person office or relocate to an area near the in-person office and constitutes a change in its disciplinary system, instituted because of its employees Section 7 and union activities. The implementation of the hybrid work system is being used to retaliate against employees Section 7 and/or union activity.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Communications Workers of America, District 9, AFL-CIO	
4a. Address (Street and number, city, state, and ZIP code) 12215 Telegraph Road, Suite 210 Santa Fe Springs, CA 90670	4b. Tel. No. (510) 325-2170 4c. Cell No. 4d. Fax No. 4e. e-mail
4. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Communications Workers of American AFL-CIO	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (signature of representative or person making charge)	
David W. M. Fujimoto, Attorney (Print/type name and title or office, if any)	
Tel. No. (213) 380-2344 Office, if any, Cell No. (510) 227-0188 Fax No. (213) 443-5098 e-mail <a href="mailto:nlrbtnotices@unioncounsel.net">nlrbtnotices@unioncounsel.net</a> <a href="mailto:dfujimoto@unioncounsel.net">dfujimoto@unioncounsel.net</a>	
Address Weinberg, Roger & Rosenfeld 800 Wilshire Boulevard, Suite 1020 Los Angeles, CA 90017	Date August 4, 2023

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.